

2022

OFFICE OF PERSONNEL MANAGEMENT

Federal Employee Viewpoint Survey

Empowering employees. Inspiring change.



Annual Employee Survey (AES) Dashboard

U.S. Agency for Global Media

The Dashboard's percent positive and negative results only include items 1-89, excluding items 12, 15, and 34.

FIELD PERIOD	Jun 6 - Jul 22, 2022
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	693
NUMBER OF SURVEYS ADMINISTERED	1,288
RESPONSE RATE	53.8%

49

items identified
as **strengths**
(65% positive or
higher)

0

items identified
as **challenges**
(35% negative or
higher)

Engagement Index Score

2022 ENGAGEMENT INDEX		
69%		
LEADERS LEAD	SUPERVISORS	INTRINSIC WORK EXPERIENCE
58%	76%	73%

Highest % Positive Items

Select: Highest % Positive

Q89	It is important to me that my work contribute to the common good.	91%
Q41	My organization has prepared me for potential cybersecurity threats.	89%
Q11	I am held accountable for the quality of work I produce.	87%
Q51	My supervisor holds me accountable for achieving results.	84%
Q20	Employees in my work unit contribute positively to my agency's performance.	84%

Highest % Negative Items

Select: Highest % Negative

Q42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	32%
Q64	Management involves employees in decisions that affect their work.	30%
Q16	In my work unit, differences in performance are recognized in a meaningful way.	30%
Q55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	29%
Q67	How satisfied are you with the recognition you receive for doing a good job?	27%

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GENDER

45% Female

HISPANIC, LATINO, OR SPANISH

8% Hispanic, Latino, or Spanish

LOCATION

78% Headquarters

MILITARY SERVICE

8% Served

RETIREMENT

34% within next five years

PLAN TO LEAVE

25% within the next year

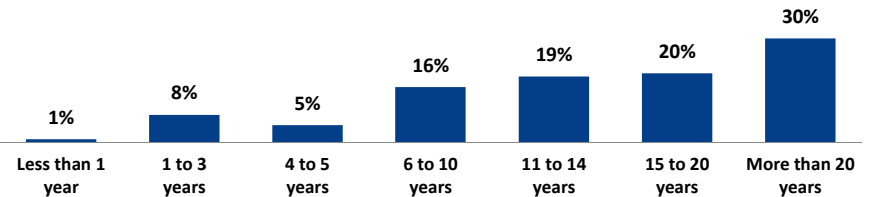
Age Group

Age Group
 Racial Category
 Education



Agency Tenure

Agency Tenure
 Federal Tenure
 Supervisory Status
 Pay Category/Grade



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The Dashboard's trending results only include items 1-8, 14, 16, 18-22, 35-37, 43-50, 52, 55-61, 65-70.

Select: Largest Increases since 2021 ▼

Largest Increases in Percent Positive since 2021

6

items increased since 2021

		2019	2020	2021	2022	Percentage Point Change
Q44	I believe the results of this survey will be used to make my agency a better place to work.	48%	39%	52%	57%	+5
Q56	My organization's senior leaders maintain high standards of honesty and integrity.	45%	37%	54%	58%	+4
Q8	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	52%	42%	56%	59%	+3
Q58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	47%	44%	54%	56%	+2
Q19	Employees in my work unit meet the needs of our customers.	--	87%	83%	84%	+1

Select: Largest Decreases since 2021 ▼

Largest Decreases in Percent Positive since 2021

28

items decreased since 2021

		2019	2020	2021	2022	
Q16	In my work unit, differences in performance are recognized in a meaningful way.	38%	49%	53%	45%	-8
Q36	Employees are protected from health and safety hazards on the job.	55%	63%	69%	61%	-8
Q69	Considering everything, how satisfied are you with your pay?	65%	65%	68%	63%	-5
Q5	My workload is reasonable.	59%	65%	68%	63%	-5
Q66	How satisfied are you with the information you receive from management on what's going on in your organization?	43%	40%	58%	54%	-4